

Seminole County Fire Department Hiring Process

Employment Information

Looking for a career in Fire/EMS Services? To become a professional member of Seminole County Fire Department, please review the information below to guide you in your interest in an Emergency Services career.

To determine if there are current Seminole County Fire Department job vacancies, please click here for [County jobs available](#) or call the Seminole County Job Information line at 407-665-7816. Applications for Firefighter/EMT or Paramedic are accepted only during an employment posting for Firefighter/EMT or Paramedic.

The following are typical **Requirements for Employment** and the general steps followed during a **Hiring Process**. Please scroll down to review all pertinent information. Keep in mind that these requirements and steps are subject to change, so please follow all instructions provided by Seminole County Human Resources and the Seminole County Fire Department at the time of the hiring process.

Requirements for Employment (see additional information below)

1. State of Florida Minimum Standards (Certificate of Compliance)
2. State of Florida Emergency Medical Technician and/or Paramedic License
3. Candidate Physical Ability Test (CPAT)
4. Emergency Vehicle Operator's Course (EVOC)
5. Driver's License

Requirements for Employment

1. State of Florida Minimum Standards (Certificate of Compliance)

For information on how to become a certified State of Florida Firefighter, including locations, or for firefighters seeking out-of-state equivalency, please visit the State of Florida Fire College website at

<http://www.myfloridacfo.com/sfm/bfst/Standard/firestan.htm>.

If a candidate is currently attending a program to complete their State of Florida Minimum Standards, he/she may apply during a job posting; however, the test for the Florida Minimum Standards certification must be successfully passed by the closing date on the employment posting and proof of test results submitted with application. Note – This date will change each hiring process.

2. State of Florida Emergency Medical Technician and/or Paramedic License

For information on how to become a certified State of Florida EMT or Paramedic, including locations, please visit <http://www.doh.state.fl.us/mqa/EMT-Paramedic/emt-lic-requirements.html>.

If a candidate is currently attending a program to complete their State of Florida Emergency Medical Technician or Paramedic, he/she may apply during a job posting; however, the test for Florida EMT or Paramedic certification must be successfully passed by the closing date on the employment posting and proof of test results submitted with application. Note – This date will change each hiring process.

3. Candidate Physical Ability Test (CPAT)

[CPAT Details](#) and available test dates can be found at the Seminole County Training Center website: <http://training.seminolecountyfl.gov>. CPAT certification is also accepted from other locations if completed within the last twelve (12) months of the closing date on the employment posting. The applicant is responsible for providing documentation of successful CPAT completion and must submit that proof with application.

4. Emergency Vehicle Operator's Course (EVOC)

Candidate must submit a certificate with their application which shows completion of 16 hours of EVOC training. Typically, this certification is obtained during EMT training, as it is a requirement of most EMT programs. However, if EVOC certification is needed, see the link in #2 above for locations where EMT programs are offered, to determine where EVOC might be obtained.

5. Driver's License

Candidate must present their Driver's License to Seminole County Human Resources for copying when submitting their application. For out-of-state applicants, a valid Florida Driver's License must be obtained prior to the start of employment.

Hiring Process

(see additional information below)

1. Job Posting
2. Application
3. Fire & EMS Skills Assessment
4. Oral Interview
5. Notification of Selection
6. Pre-Employment Physical
7. Orientation

Hiring Process

1. Job Posting

Applications for Firefighter/EMT or Paramedic are accepted only during a job posting for Firefighter/EMT or Paramedic. Seminole County Human Resources publishes all job postings. A list of current job openings may be obtained by visiting their website at <http://agency.governmentjobs.com/seminolecountyfl/default.cfm> or calling the Seminole County Job Information line at 407-665-7816.

2. Application

Only online employment applications are accepted. The online application can be accessed by clicking the job posting for the Firefighter position listed on the Seminole County Human Resources website (see link in paragraph above). Several additional documents must be included with your application: [Additional Documents for FF Position](#). The two notarized forms, along with everything on the checklist, will need to be scanned, uploaded, and submitted with the online application.

3. Fire & EMS Skills Assessment

All applicants selected and forwarded by Seminole County Human Resources will be scheduled for the Fire & EMS Skills Assessment by the Seminole County Fire Department Professional Standards Office.

4. Oral Interview

After successful completion of the Fire & EMS Skills Assessment, candidates will be scheduled for an oral interview before a panel consisting of various ranks throughout the organization. Typically, interviews are scheduled within thirty (30) days of the Fire & EMS Skills Assessment.

5. Notification of Selection

During the interview process, candidates will be instructed on the procedure for notification of selection or non-selection. Typically a phone call is made to those selected and a letter to those for non-selection. The hiring of selected candidates is pending a successful pre-employment physical and criminal background check.

6. Pre-Employment Physical

After notification of selection, candidates are scheduled for a pre-employment physical, which includes a stress test and drug screen.

7. Orientation

Candidates who successfully complete the hiring process will be notified of Orientation – four weeks on a 40-hour workweek schedule – for an introduction to the operations and administration of the Seminole County Fire Department.